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INTRODUCE STRICTER WORK DISCIPLINE

The 1950 program of the Vulkan plant in Stalin (formerly Varna) provides for the fulfillment of the yearly plan in 10½ months, savings of 5,500,000 leva, a cost reduction of 6 percent, and a complete elimination of flaws and defects. The workers have pledged to fulfill the program.

Since the second half of 1949, the yearly production plan has been broken into monthly plans, these, in turn, into weekly plans, and the latter into 10-day periods and, finally, into daily plans. Daily production plans are announced on special bulletin boards provided in every work room; they are checked every month according to the daily production of every worker and every machine.

The volume and standards of production are under the strict control of an accountant, who checks them every 2 hours and reports to the manager; the latter instructs the technical supervisor to accelerate production speed in a given department, to prevent any section from lagging behind the daily plan.

Every 10 days, at a meeting of technical supervisors, foremen, and the acting trade-union committee, fulfillment of the 10-day plan is analyzed and plans are set up for the next 10-day period.

Canteen posters carry the reports on work discipline; a red and a black board in the press department indicate good and negative production results; two glass cases, located at the entrance gate to the plant, display samples of good and defective products. Favorable and unfavorable features of production and work discipline are reported daily to the workers during their rest hour.

In the casting department, a special employee is assigned to check every single product, and to reject any which are not entirely satisfactory. Articles showing a higher degree of defectiveness than admitted by law must be paid for by the responsible foreman or worker.

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The packing department checks the articles manufactured in every department. Defective articles are returned for correction, which is deducted from the account of the respective worker.

Similar controls, conducted separately for every single worker and machine, as well as for the entire production, will be introduced in every industrial enterprise.

At the beginning of the month, workers were affected by a mood of idleness, and work discipline was disrupted. Therefore, on 6 January a meeting of the party and trade union committees and technical management was called to discuss this serious situation. The workers were informed that their attitude was delaying plan fulfillment, and a responsible representative was assigned to every group of ten workers. The system had excellent results; whereas absenteeism had reached 10 percent during the first week of January, it dropped to one percent after the 10th of the month.

Brigades of the lock and can department are working most satisfactorily; some of the workers, who used to produce 85 cans an hour have now produced 125 due to Stalinist work competition, and pledged on 1 January to further increase their production by 5 percent.

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